

**COMMITTEE ON WATER AND SANITATION**  
(Standing Committee of Berkeley County Council)

**Chairman:** Mr. Timothy J. Callanan, Council Member District No. 2

A meeting of the **COMMITTEE ON WATER AND SANITATION**, Standing Committee of Berkeley County Council, was held on **Monday, December 14, 2009**, in the Assembly Room of the Berkeley County Administration Building, 1003 Highway 52, Moncks Corner, South Carolina, at 6:50 p.m.

**PRESENT:** Chairman Timothy J. Callanan, Council District No. 2; Committee Member Phillip Farley, Council District No. 1; Committee Member Robert O. Call, Jr., Council District No. 3; Committee Member Cathy S. Davis, Council District No. 4; Committee Member Dennis L. Fish, Council District No. 5; Committee Member Jack H. Schurlknight, Council District No. 6; Committee Member Caldwell Pinckney, Jr., Council District No. 7; Committee Member Steve C. Davis, Council District No. 8; Supervisor Daniel W. Davis, ex officio; Ms. Nicole Scott Ewing, County Attorney; and Ms. Barbara B. Austin, Clerk of County Council.

In accordance with the Freedom of Information Act, the electronic and print media were duly notified.

Chairman Callanan called the meeting to order and asked for approval of minutes from the meetings of the Committee on Water and Sanitation held November 9, 2009 and November 23, 2009.

It was moved by Committee Member Schurlknight and seconded by Committee Member Pinckney to **approve** the minutes as presented. The motion passed by unanimous voice vote of the Committee.

**A. Mr. Mark Schlievert, Director of Solid Waste,** Re: Re-structuring of Convenience Center employees.

Mr. Schlievert stated, "Good evening Mr. Chairman, members of County Council, residents. We've been asked several times by our Convenience Center Operators, the part time ones, if they can go full time and receive benefits. As this time, we took a serious look at that and how many hours that we're open and what's required to administer service and our assessment is we can get by with a total of 17 full time Convenience Center Operators. With that being said, there are several advantages. One, the total cost savings would be \$3,791.50 a year. Although that is not a large number, it still is a savings. It increased the morale of the employees who are full time and working at the Convenience Centers. It would also, as the part time Convenience Centers are grade 1, where the full time are grade 3. So the skill level of the full time employees is naturally higher and we demand more of these so that would be a benefit to the residents and the service that we provide at our Convenience Centers. Also, we would reduce the total of employees from 25 to 17. And this would be done through attrition. We don't want to go out there and fire anybody right away, but it would be done over a time period."

Chairman Callanan stated, "I just want to point out something on this. I've actually talked to a couple of the employees down at the Convenience Center and I was amazed at how long some of those employees have been with the Sanitation Department without becoming full time. If we can do that and see a cost savings, even though it is small, it's the right thing to do. I'm glad you guys are addressing this."

Committee Member Fish stated, "My concern is that the money is small, but I talked to a couple of people as well. The part time people generally appear to be older and have other income or have other benefits. It saves the County in terms of our benefits. I'm concerned about in the future, the money is going to go up as the cost of benefits go up. You are saying that all of the part time employees today can stay part time as long as they wish. Is that what you are telling us? Some people want to stay part time."

Mr. Schlievert stated, "Yeah, and I believe that we own a debt of gratitude to some of these people who have been there for several years, day in and day out, and working diligently. Now, with that being said, a number of them are planning on leaving in the near future. They have been there a long time and they want to enjoy their retirement. So that is kinda where we are at. And that is why we kinda led to attrition. Now, some of the part time employees who are there and want to move up into the full time, this would allow them to reapply for the full time positions and give them the benefits of insurance. This cost, and I understand your concern about that and the benefits going up. I took that into consideration when I did my calculations and I was very, very conservative on this and I used the medium income of the grade 3 level as well as the benefit costs on that. When you hire at a new grade level, they are going to be at the bottom of the grade level. So there is a pretty good cushion there, Mr. Fish."

Committee Member Fish stated, "My concern is that those part time employees that decide they want to go full time, will they get the job, number one? And number two, those who choose not to go part time for other reasons, will we not get rid of them until they decide to go away?"

Mr. Schlievert stated, "Correct, and we will do that through attrition."

Committee Member Farley stated, "In other words, they can stay part time until..."

Mr. Schlievert replied, "That is correct."

Committee Member S. Davis stated, "I had the pleasure too of speaking to some of the folks and I share Mr. Fish's concern. There are some folks who really want to be part time. I welcome an opportunity for full time. At the same time, we are well aware that the reason we capped it initially as part time was because of the cost ratio benefits. We are in some very difficult economic times as we are speaking now. My concern is that it would be written into the statute that anyone that wants to remain part time, would remain part time, and could not be forced to forego the part time position without their consent. I'm real concerned about once you come into play and say you want all full time, then maybe you might squeeze out some folks who actually want to stay in a part time position and it is in a benefit for them to be in a part time

position and to be quite frank, it has been a benefit for the County over this long period of time also when you talk about the benefits associated thereto.”

Mr. Schlievert stated, “And it is not our intention to force anybody out at all. They are going to be part time until such time as they leave. And that is why I said through attrition rather than mandatory requirement to go full time. We are not just going to kick somebody to the curb, so to speak. This will take a long time, you are right, and we will adjust and monitor it as we go. It might take five or ten years for it all to be done. And if it does, it does.”

Chairman Callanan stated, “So how does this work out? Does this work out to two full time employees per center or 1 something with one possibly travelling around from one or another?”

Mr. Schlievert stated, “To cover all of the hours everywhere, you need a total of 15 full time employees. I asked for 17 and that allows for sick time and vacations. I do have the ability in dire emergencies, that I have a couple of laborers who are on the landfill, who are also cross trained in the Convenience Centers so we can fill and we can adjust as we need.”

Chairman Callanan stated, “So, if you had a couple of employees who are part time who voluntarily leave, you could move possible one station convenience center to a full time employee and then have the part time employee maybe bounce between that one or the next closest one or something like that. You can have a little flexibility to get this implemented.”

Mr. Schlievert stated, “Yes, and that is our intention. We want to be completely flexible. Some of those part time employees have been very, very loyal and I don’t want to kick them to the curb and say you know, you have got to do this.”

It was moved by Committee Member Pinckney and seconded by Committee Member Schurlknight to **approve** the Restructuring of Convenience Center Employees. The motion passed by unanimous voice vote of the Committee.

It was moved by Committee Member Schurlknight and seconded by Committee Member C. Davis to **adjourn** the Committee on Water & Sanitation meeting. The motion passed by unanimous voice vote of the Committee.

The meeting ended at 6:59 pm.

January 11, 2010

Date Approved

**COMMITTEE ON WATER AND SANITATION**  
(Standing Committee of Berkeley County Council)

Chairman: Mr. Timothy J. Callanan, District No. 2

Members: Mr. Phillip Farley, District No. 1  
Mr. Robert O. Call, Jr., District No. 3  
Mrs. Cathy Davis, District No. 4  
Mr. Dennis L. Fish, District No. 5  
Mr. Jack H. Schurlknight, District No. 6  
Mr. Caldwell Pinckney, Jr., District No. 7  
Mr. Steve C. Davis, District No. 8  
Mr. Daniel W. Davis, Supervisor, ex officio

A **meeting** of the **COMMITTEE ON WATER AND SANITATION**, Standing Committee of Berkeley County Council will be held on **Monday December 14, 2009**, following the meetings of the Committees on Planning and Development, and Justice and Public Safety at **6:00 p.m.**, in the Assembly Room, Berkeley County Administration Building, 1003 Highway 52, Moncks Corner, South Carolina.

**AGENDA**

**APPROVAL OF MINUTES**

**November 9, 2009**

**November 23, 2009**

**A. Mr. Mark Schlievert, Director of Solid Waste**, Re: Re-structuring of Convenience Center employees.

December 9, 2009  
S/Barbara B. Austin, CCC  
Clerk of County Council